



City of Meridian Employee Benefits Plan Trust

December 16, 2025

Financial Status and Funding Discussion

Trust Commitment

The Trust Board will:

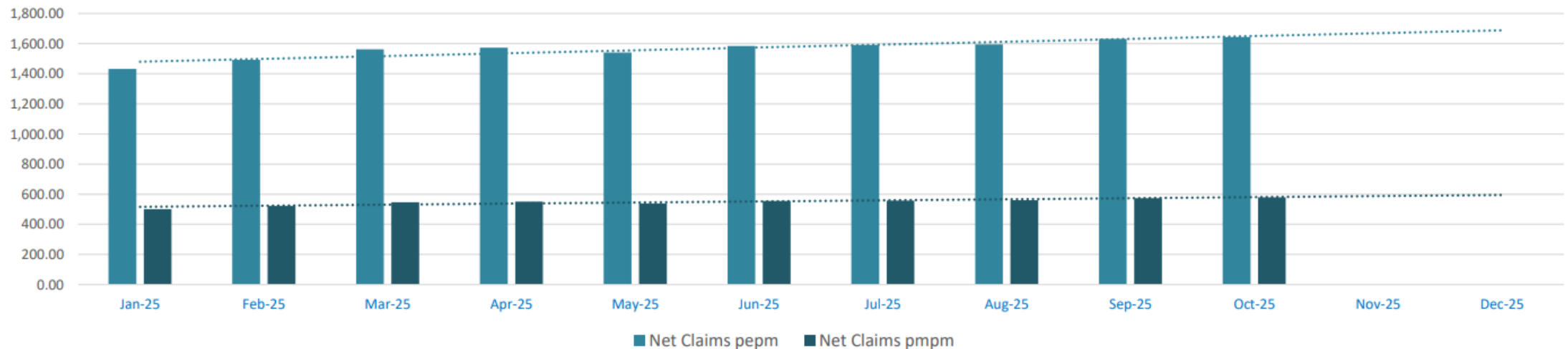
- Provide Quarterly Financials, Annual Statements and Audit Results to the Council as they become available.
- Provide an analysis of the overall Financial Status of the Trust quarterly by way of Executive Summary.
- Be available to answer any questions or concerns of the Council.

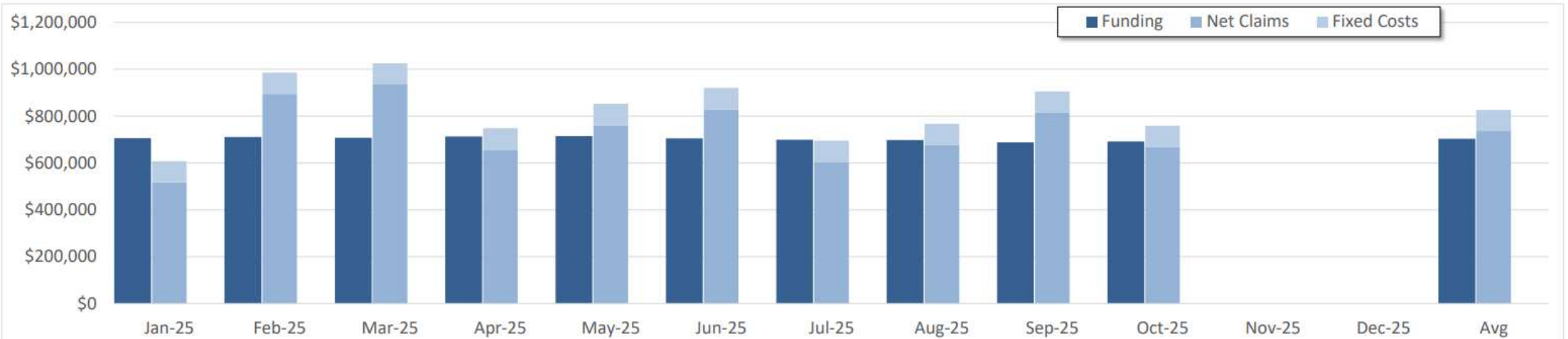
Quarter 3 Status

- At the end of Q3 (August 2025) Trust was running in a deficit of \$748,956
 - The \$550,075 approved by Council was credited in July and is reflected in Q3 financials.
 - The \$182,988 approved by Council was credited in October and will be reflected in the Q4 financials.
 - Rx Rebate \$99,211 will be reflected in the Q4 financials.

Remainder of 2025

- Based on the trend data claims are expected to continue outpace contributions
- October-January are typically the highest claim months of the year





	Employees	Members	Admin Fee	*Other Fees	Stoploss Fees	Total Fixed	Monthly Funding	*Medical Claims	Rx Claims		Total Gross Pd Claims	Stoploss Claims	Total Net Pd Claims	Net Loss Ratio
Jan-25	478	1,377	\$25,988.86	\$3,900.48	\$60,261.46	\$90,150.80	\$705,011.92	\$355,105.92	\$162,500.93		\$517,606.85	\$904.79	\$516,702.06	86.08%
Feb-25	481	1,384	26,151.97	3,924.96	60,639.67	90,716.60	710,753.05	756,287.63	164,423.06		920,710.69	25,877.65	894,833.04	138.66%
Mar-25	479	1,375	26,043.23	3,908.64	60,387.53	90,339.40	707,168.84	821,513.57	113,942.23		935,455.80	242.10	935,213.70	145.02%
Apr-25	487	1,382	26,478.19	3,973.92	61,396.09	91,848.20	712,892.41	503,897.23	152,258.60		656,155.83	-0.90	656,156.73	104.93%
May-25	490	1,384	26,641.30	3,998.40	61,774.30	92,414.00	714,507.13	583,151.12	176,917.20		760,068.32	79.91	759,988.41	119.30%
Jun-25	485	1,364	26,369.45	3,957.60	61,143.95	91,471.00	704,821.34	668,684.04	165,712.49		834,396.53	5,624.39	828,772.14	130.56%
Jul-25	481	1,354	26,151.97	3,924.96	60,639.67	90,716.60	699,446.65	545,440.70	144,304.49		689,745.19	85,229.19	604,516.00	99.40%
Aug-25	480	1,352	26,097.60	3,916.80	60,513.60	90,528.00	697,812.42	687,191.07	205,584.31		892,775.38	216,656.63	676,118.75	109.86%
Sep-25	475	1,328	25,825.75	3,876.00	59,883.25	89,585.00	687,854.28	759,815.58	132,640.71		892,456.29	76,808.10	815,648.19	131.60%
Oct-25	477	1,333	25,934.49	3,892.32	60,135.39	89,962.20	691,204.10	434,411.05	256,555.15		690,966.20	22,035.05	668,931.15	109.79%
Nov-25														
Dec-25														
Avg	481	1,363	\$26,168.28	\$3,927.41	\$60,677.49	\$90,773.18	\$703,147.21	\$611,549.79	\$167,483.92		\$779,033.71	\$43,345.69	\$735,688.02	117.54%
Gross Loss Ratio														123.70%
Total	4,813	13,633	\$261,682.81	\$39,274.08	\$606,774.91	\$907,731.80	\$7,031,472.14	\$6,115,497.91	\$1,674,839.17		\$7,790,337.08	\$433,456.91	\$7,356,880.17	117.54%

Quarter 4 Status

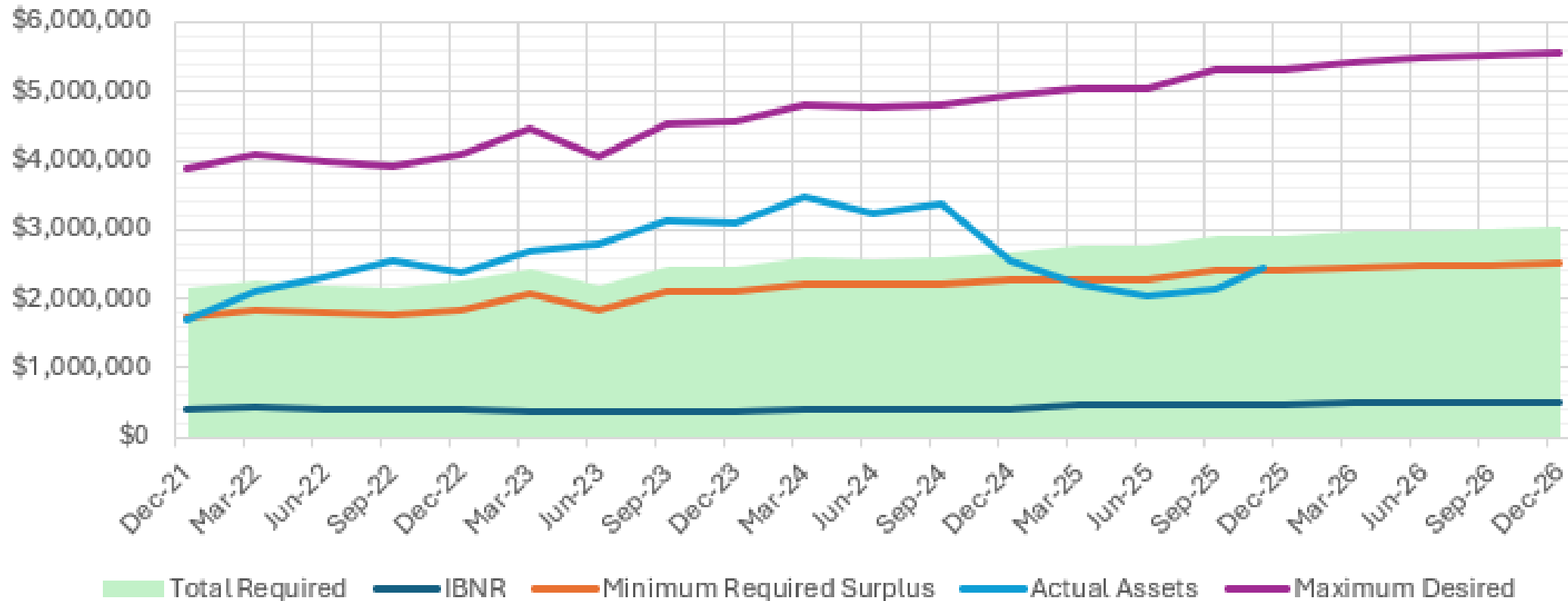
- At the end of Q4 (December 2025) Trust will be running in a deficit of \$781,110.
 - The \$182,988 approved by Council was credited in October and will be reflected on the Q4 financials (included in the amount above).
 - Rx Rebate \$99,211 will be reflected in the Q4 financials (included in the amount above).

Year End Status

- Q3 Deficit **(\$748,956)** Includes \$550,075 Council approved funding
- Received in Q3: Q2 Funding Credit \$182,988
- Received in Q4: Rx Rebates \$99,211
- Q4 Anticipated Deficit **(\$314,353)** + Remaining Q3 deficit **(\$466,756)**

Total 2025 Year-End Deficit: \$781,110

COMEBT Surplus and IBNR Requirements





Idaho State Code

Chapter 40 Title 41

- (1)(c) If future claims payments plus future costs of operation are greater than future contributions plus current reserves, **there shall be a reserve in an amount equal to future claims payments plus future costs of operation, less future contributions, less current reserves.**
- (7) The trust fund shall **maintain the minimum surplus requirements at all times throughout the year.**

Request of Council

- Approve trust funding in the amount of \$781,110 to cure the anticipated 2025 plan year deficit.
 - Consider if future deficits are anticipated:
 - Funding the anticipated deficit at the time it is known through the remainder of the plan year.
- OR**
- Moving to mid-year rate changes to cure the anticipated deficit for the remainder of the plan year.



Questions?

www.meridiancity.org